

House File 424 - Introduced

HOUSE FILE 424

BY ALONS, FRY, and PETTENGILL

A BILL FOR

1 An Act permitting public employers to pay higher wages than
2 provided by collective bargaining agreements and including
3 applicability provisions.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 20.32 Wages increases not
2 prohibited.

3 Notwithstanding an employee organization's exclusive
4 representation of public employees in a bargaining unit or the
5 terms and conditions of any collective bargaining agreement,
6 this chapter shall not be construed to prohibit a public
7 employer from paying a public employee in a bargaining unit
8 greater wages for the public employee's service as an employee
9 of the public employer than is provided for in a collective
10 bargaining agreement, and a collective bargaining agreement
11 shall not prohibit such action by a public employer.

12 Sec. 2. APPLICABILITY. This Act applies to collective
13 bargaining agreements entered into or renewed on or after the
14 effective date of this Act.

EXPLANATION

16 This bill provides that the state Public Employment
17 Relations Act is not to be construed to prohibit a public
18 employer from paying a public employee in a bargaining unit
19 greater wages for the public employee's service as an employee
20 of the public employer than is provided for in a collective
21 bargaining agreement. The bill also provides that a collective
22 bargaining agreement cannot prohibit such action by a public
23 employer. These provisions apply notwithstanding an employee
24 organization's exclusive representation of public employees in
25 a bargaining unit or the terms and conditions of any collective
26 bargaining agreement.

27 The bill applies to collective bargaining agreements entered
28 into or renewed on or after the effective date of the bill.